

## Asian Pacific Islander Program—2009 Plan of Work

### Objective: Recruitment

Goal 1: Implement a minimum of 1 recruitment activities to increase local, regional and national awareness of SC NRCS career opportunities and assist in the recruitment of a well qualified diverse federal work force.

*Action:* Facilitate hiring of one AA/PI employee

*Date Begin/End:* 10/06-09/09

*Responsibility:* HR/ APIM

*Action:* Participate in recruitment activities; attend college one job fair in SC

*Date Begin/End:* 10/06-09/09

*Responsibility:* HR/ APIM

*Action:* Network with students in other states, broadcast open positions

*Date Begin/End:* 10/06-09/09

*Responsibility:* HR/ APIM

### Objective: Retention

Goal 2: Implement strategies that will address retention and promote career enhancement opportunities

*Action:* Be part of welcoming to new employees

*Date Begin/End:* 10/08 – 09/09

*Responsibility:* APIM/ CRAC/ HR

*Action:* Conduct one training session for supervisors

*Date Begin/End:* 10/08 – 09/09

*Responsibility:* APIM

*Action:* Provide housing, schools other information to new employees

*Date Begin/End:* 10/08 – 09/09

*Responsibility:* APIM

*Action:* Work with CRAC and state leadership to develop an effective mentoring structure for new employees

*Date Begin/End:* 10/08 – 09/09

*Responsibility:* APIM

### Objective: Promotion Opportunities

Goal 3: Assist employees with promotional opportunities

*Action:* Make sure new employees are aware of promotion opportunities; distribute vacancy announcements

*Date Begin/End:* 10/08 – 09/09  
*Responsibility:* APIM/ HR

*Action:* Promote training on KSA's  
*Date Begin/End:* 10/08 – 09/09  
*Responsibility:* HR/APIM

*Action:* Ensure that Asian Americans and Pacific Islanders are nominated for awards as warranted.  
*Date Begin/End:* 10/08 – 09/09  
*Responsibility:* APIM/ ASTC-O

Objective: Training

Goal 4: Provide training opportunities to Asian Pacific Islander Employees.

*Action:* Attend APIO/SEPM Conference in Sacramento  
*Date Begin/End:* Aug. 17-21, 2009  
*Responsibility:* APIM

*Action:* Complete mandatory EEO and CR training annually, including AgLearn and NEDC courses  
*Date Begin/End:* 10/08 – 09/09  
*Responsibility:* APIM

*Action:* Promote training on KSA's  
*Date Begin/End:* 10/08 – 09/09  
*Responsibility:* HR/APIM

Objective: Outreach

Goal 5: Increase awareness of NRCS programs and keep employees inform about Asian Pacific Islander issues.

*Action:* Maintain and update APIM webpage  
*Date Begin/End:* 10/08 – 09/09  
*Responsibility:* APIM

*Action:* Organize and promote activities to celebrate APIO month (May)  
*Date Begin/End:* 05/09 – 06/09  
*Responsibility:* APIM

*Action:* Write an article for Current Developments re: APIO issues  
*Date Begin/End:* 10/08 – 09/09  
*Responsibility:* APIM

*Action:* Assist with one State civil rights review  
*Date Begin/End:* 10/08 – 09/09  
*Responsibility:* APIM/CRAC